

BHS A.S.S.I.S.T.
MARCH NEWSLETTER**This Month's Issue:**

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A Formula for Happiness

According to research, happiness is attributed to three major sources: genes, events and values. Improve your happiness today!

HAPPINESS has traditionally been considered a hard thing to define. It has been said that "happiness is as a butterfly which, when pursued, is always beyond our grasp, but if you will sit down quietly, may alight upon you."

Social scientists have caught the butterfly. After 40 years of research, they attribute happiness to three major sources: genes, events and values. Armed with this knowledge and a few simple rules, we can improve our lives and the lives of those around us. We can even construct a system that empowers all Americans to pursue happiness.

For many years, researchers found that women were happier than men. Political junkies might be interested to learn that conservative women are particularly blissful: about 40 percent say they are very happy. That makes them slightly happier than conservative men and significantly happier than liberal women. The unhappiest of all are liberal men; only about a fifth consider themselves very happy. Researchers found that we inherit a surprising proportion of our happiness at any given moment — around 48 percent.

It's tempting to assume that one-time events — like getting a dream job or an college acceptance letter — will permanently bring the happiness we seek. And studies suggest that isolated events do control a big fraction of our happiness — up to 40 percent at any given time.

But while one-off events do govern a fair amount of our happiness, each event's impact proves remarkably short-lived. People assume that major changes like moving to California or getting a big raise will make them permanently better off. They won't. So don't bet your well-being on big one-off events.



To review: About half of happiness is genetically determined. Up to an additional 40 percent comes from the things that have occurred in our recent past — but that won't last very long.

That leaves just about 12 percent.

That might not sound like much, but the good news is that we can bring that 12 percent under our control. It turns out that choosing to pursue four basic values of faith, family, community and work is the surest path to happiness, given that a certain percentage is genetic and not under our control in any way.

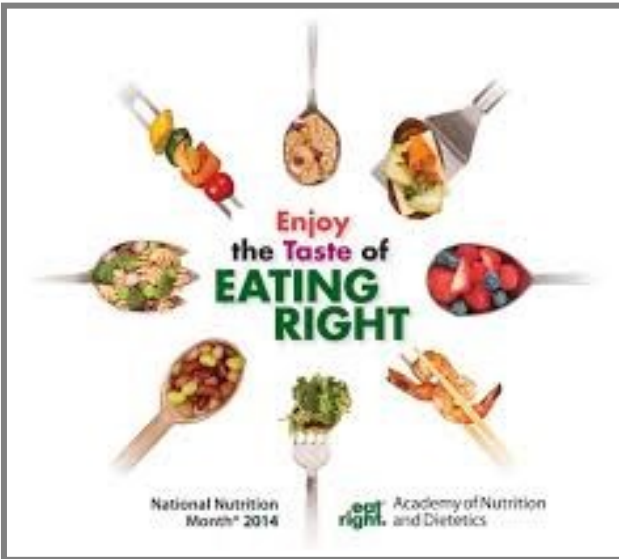
**Excerpts taken from The New York Times (12/15/2013)*

If you or someone you know is struggling with happiness, don't lose hope. Your BHS Care Coordinator can arrange an assessment with a qualified mental health provider in your area.

It's confidential and there are no claims to file. Call BHS today at 800-245-1150.

MARCH: National Nutrition Month | Eating on a Budget

March is National Nutrition Month. Sponsored annually by the Academy of Nutrition and Dietetics, the campaign is designed to focus attention on the importance of making informed food choices and developing sound eating and physical activity habits. Many of us often make poor diet choices because fast food and packaged food is easy and less expensive. However, with a little planning, there are many ways to save money while also eating right.



Plan your family's meals

Before you head to the grocery store, plan your meals and snacks for the week. Many families use chalk boards or dry erase boards to plan out their family's weekly meals. Once you have a general idea, review recipes for what ingredients are needed. Check to see what you already have and make a list of what you need to buy. When you shop with a list, you are less likely to buy extra items that aren't on it.

Decide how much to prepare

Making a large batch by doubling a recipe will save time in the kitchen later on. Extra portions can be used for lunches or meals later in the week. If a recipe calls for chicken, make twice as much and use the extra chicken for another recipe later that week. Or, you can also freeze leftovers in individual containers for future use. Plus, foods purchased in bulk are usually less expensive.

Focus on nutritious, low-cost foods and snacks

Certain foods tend to be less expensive, so you can make the most of your food dollars by finding recipes that use the following ingredients: beans, peas, sweet or white potatoes, eggs, grains, or frozen or canned fruits and vegetables. Also, convenience costs money so many snacks, even healthy ones, cost more when sold individually. Make your own snacks by purchasing large tubs of low-fat yogurt or cottage cheese and dividing them into containers. For trail mix, combine nuts, dried fruit or cereal and store small portions.

Cook more, eat out less

Many foods prepared at home are cheaper and more nutritious. Go back to basics and find a few simple and healthy recipes that your family enjoys. Save meals out for special occasions or set one day a week for eating out as a family. Many families enjoy lunch on Sundays. By setting a special time, you can avoid unnecessary temptations to eat out during the week.



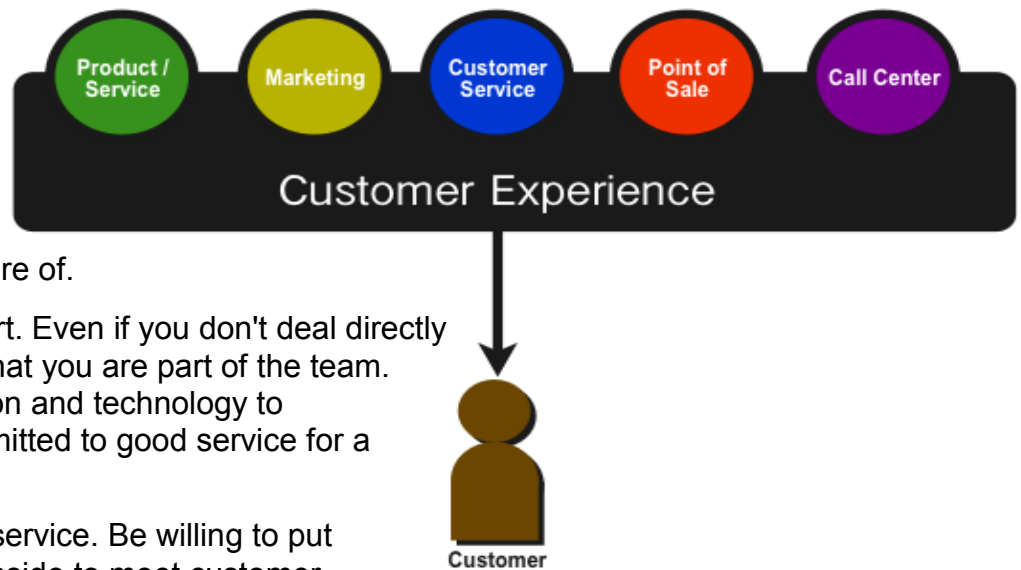
How to Guarantee Satisfied Customers

CHECK telephone style.

Ask a coworker to sit in on a client call and give you feedback on how you handle it. It's difficult to tell how you sound on the telephone—your tone of voice could be expressing emotions that you aren't aware of.

MAKE service a team effort. Even if you don't deal directly with customers, remember that you are part of the team. Every person from information and technology to administration must be committed to good service for a business to be a success.

ALWAYS be "on call" for service. Be willing to put other projects and priorities aside to meet customer needs. If you don't, there is another company that will.



4 Ways to Get Happier

Log it. Writing down things that you are grateful for helps decrease stress.

Set goals. Working toward challenges increases positive feelings

Get up and go! Exercising for 20 minutes a day is an easy way to rev up your mood.

Try new things. There is a direct link between a variety of experiences and positivity!



Resolve Workplace Conflicts

Working Well is the Key to Success

Part of workplace productivity is working well with others. However, in every workplace, different styles and personalities come into play, and conflicts may arise. Learn to positively manage workplace conflicts, before they become a real problem. Here are a few tips:



- **Find the cause.** Conflict may have various roots, including poor communication, different values, clashing personalities or problems with the job at hand. Clearly define the problem so you can work to resolve it.
- **Meet face-to-face.** Sit down with the other person and possibly a manager or human resource person, if necessary. Choose a neutral location and a time when you both are calm.
- **Stick to the problem.** Limit your conversation to resolving the conflict at hand. Don't bring up the past. Avoid personal insults or placing blame. Focus on how the problem affects work for each of you.
- **Make your wishes known and cool off.** Let the other person know the exact problem and how you both can change to make things better and more productive. Include your reasons for wanting to resolve the conflict. If the discussion becomes heated, take a break. Recognize that you may need more than one conversation to solve the problem.
- **Be realistic.** Professional relationships differ from personal ones. Resolving conflict to the point that you and the other party can work productively might be the best you can wish for. When basic values and personalities differ, agreeing to disagree might be the best peacemaker.

If you need additional help working through conflicts with your colleagues, call your BHS Care Coordinator today at 800-245-1150 to discuss available options. BHS also offers management consultations to allow work groups to address certain issues.

Grilled Rosemary Flank Steak

Ingredients:

- 1 tsp balsamic vinegar
- 1 clove garlic, crushed
- 1 rosemary sprig, chopped
- 2/3 lb. flank steak
- 1 1/2 tbsp olive oil
- Salt and pepper to taste



Recipe source: foodfit.com

Servings:

1/4 lb of cooked meat

Instructions:

- ♦ Mix the oil, vinegar, garlic, rosemary, salt and pepper, and brush on the flank steak.
- ♦ Refrigerate for at least 30 minutes or overnight.
- ♦ Preheat the grill. Grill flank steak for 4-8 minutes on each side, depending on the desired doneness. Take off the grill.
- ♦ Let the steak rest for 1-2 minutes.
- ♦ Slice steak on the bias.

Nutritional Information Per Serving:

331 calories, 12g fat, 51g protein, 1g carbs, 391 mg sodium